

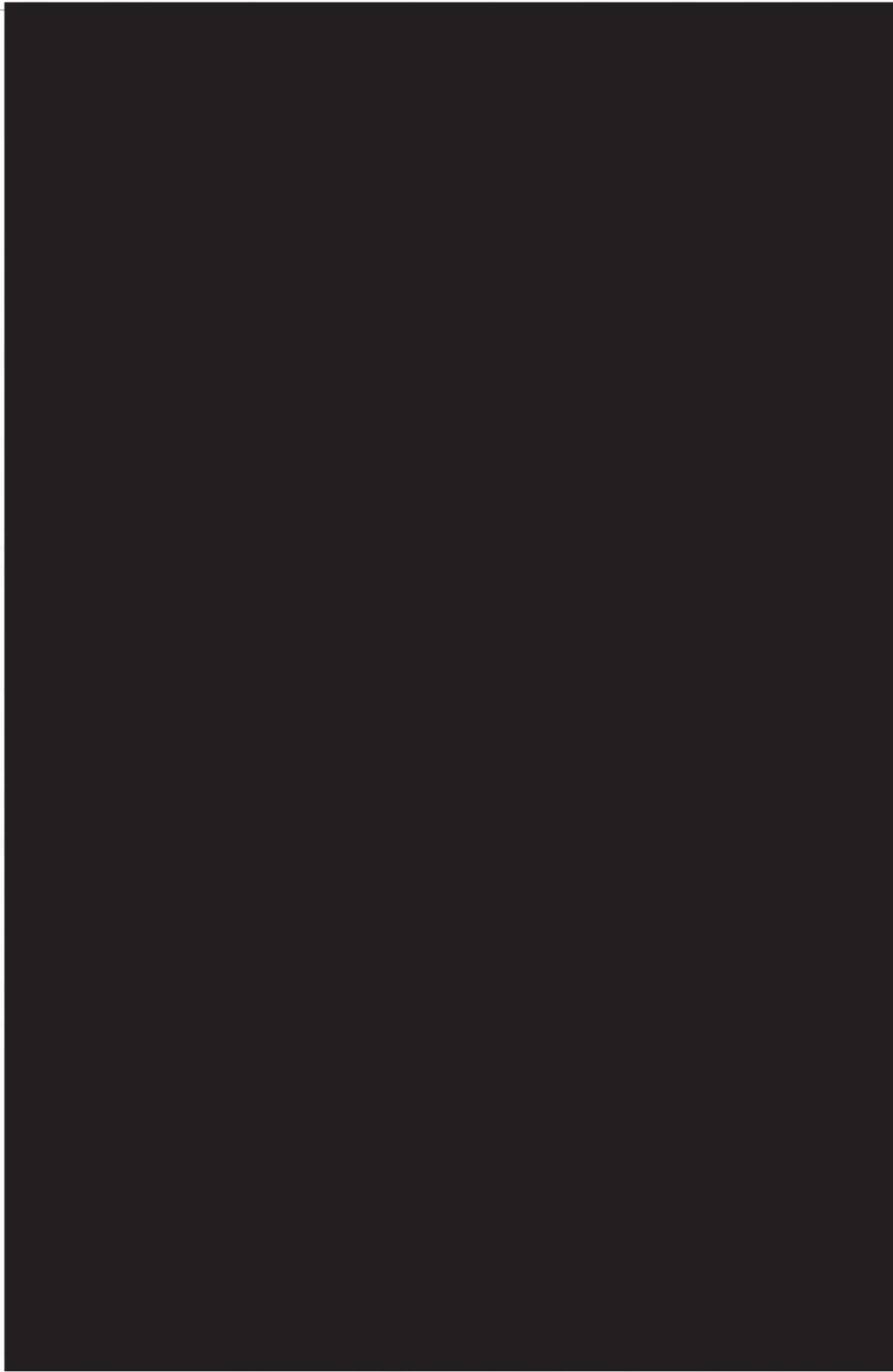
# **EXHIBIT 2739**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

**Part 2 of 2**

## Non-Exempt Pay Policy



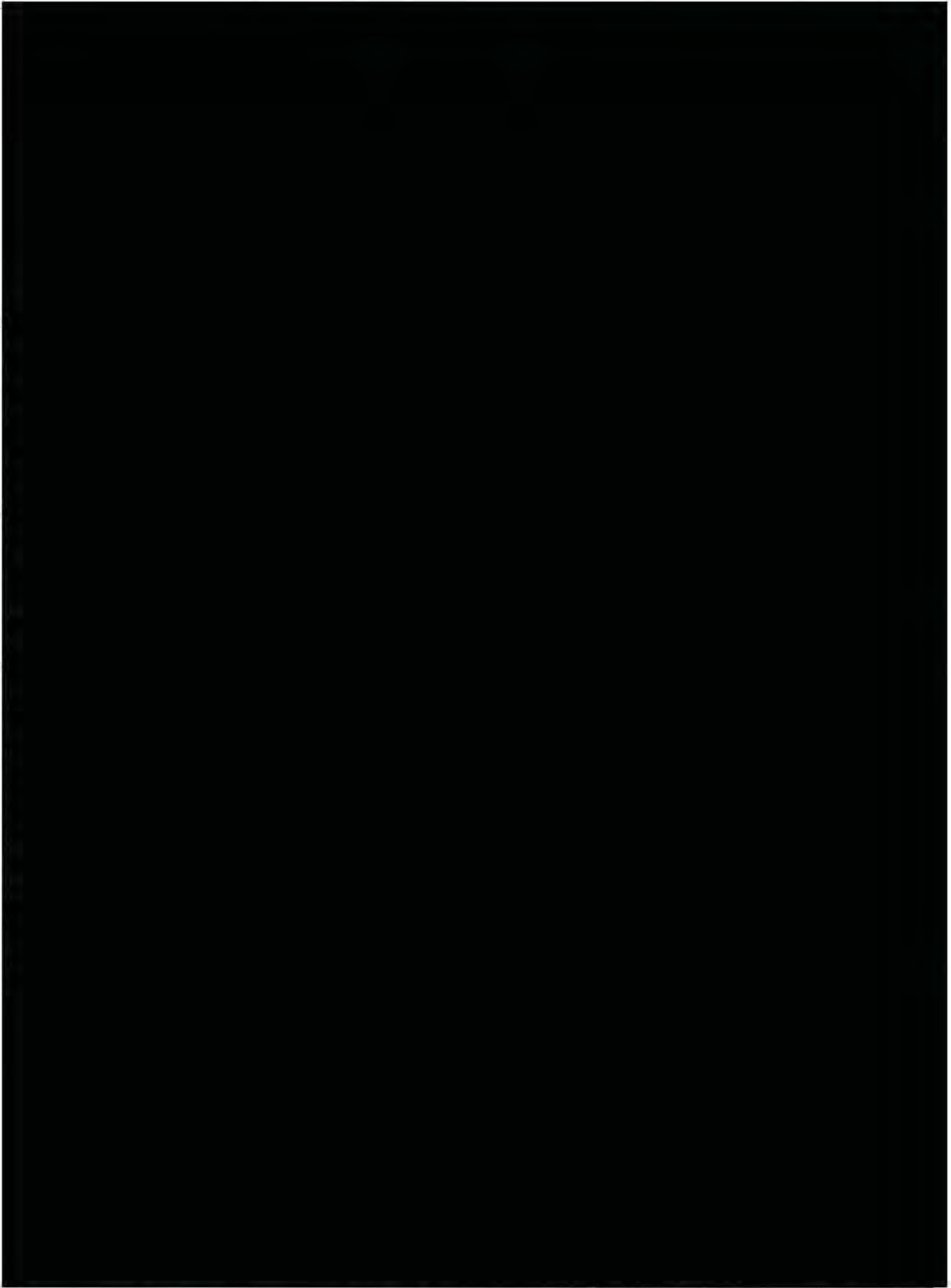
Total Rewards Toolkit

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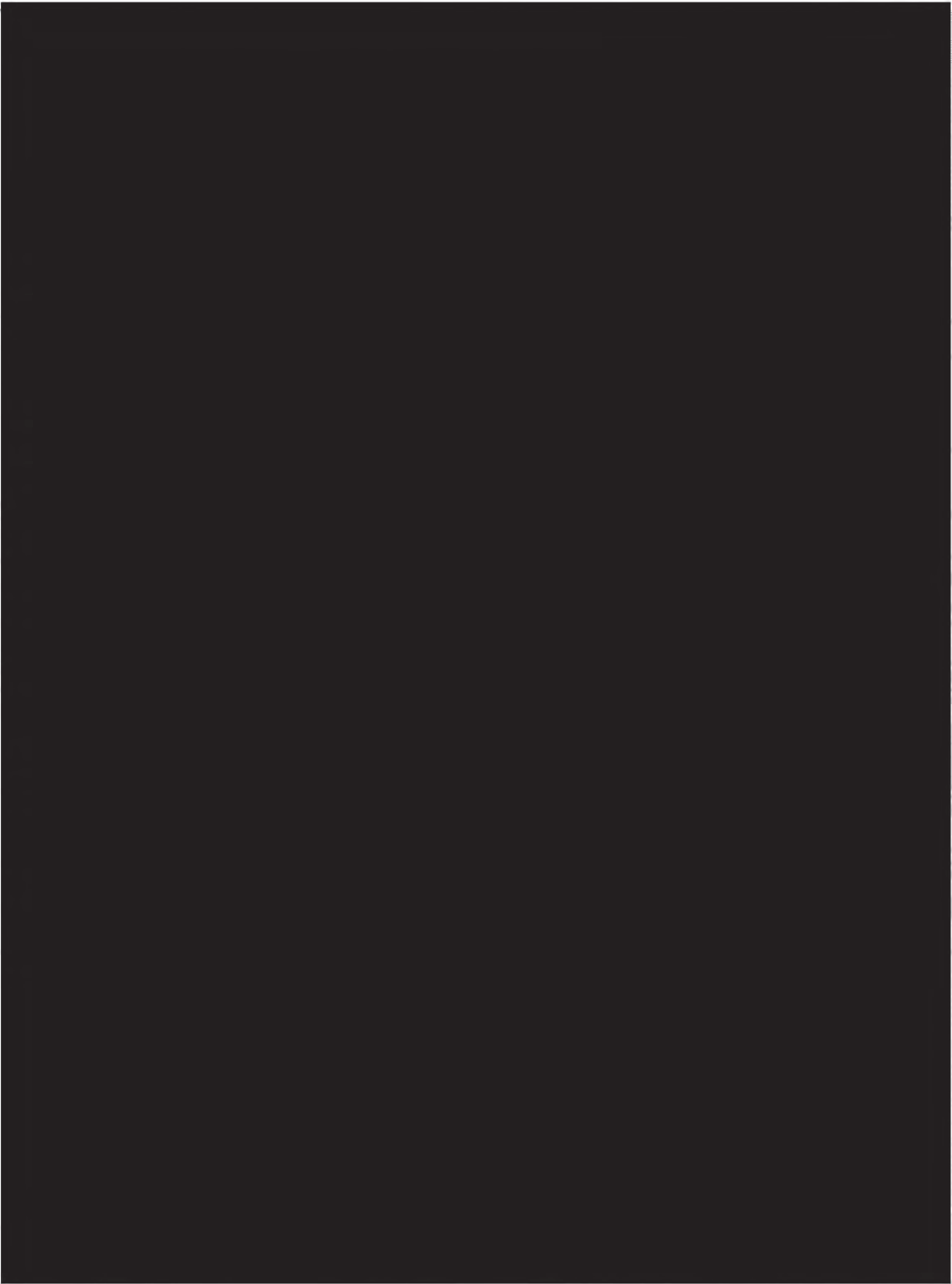
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## Non-Exempt Pay Policy



## Non-Exempt Pay Policy



## Non-Exempt Pay Policy



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Informational/Supplemental

## Non-Exempt Pay Policy

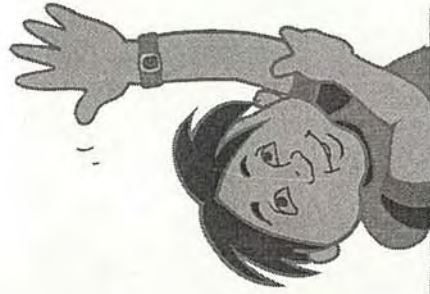


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## 11. Questions & Contacts



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# Questions?

■ **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the**

**HR Solution Center**

■ **Performance management question? – See your HRBP**

■ **Pay-for-performance question? – Contact your local HR or the compensation team**

■ ***Stock Options – Your HR Leader or the Compensation Team***



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# APPENDIX



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# **Focal Decisions 2005**

**Communications Session for Leaders**

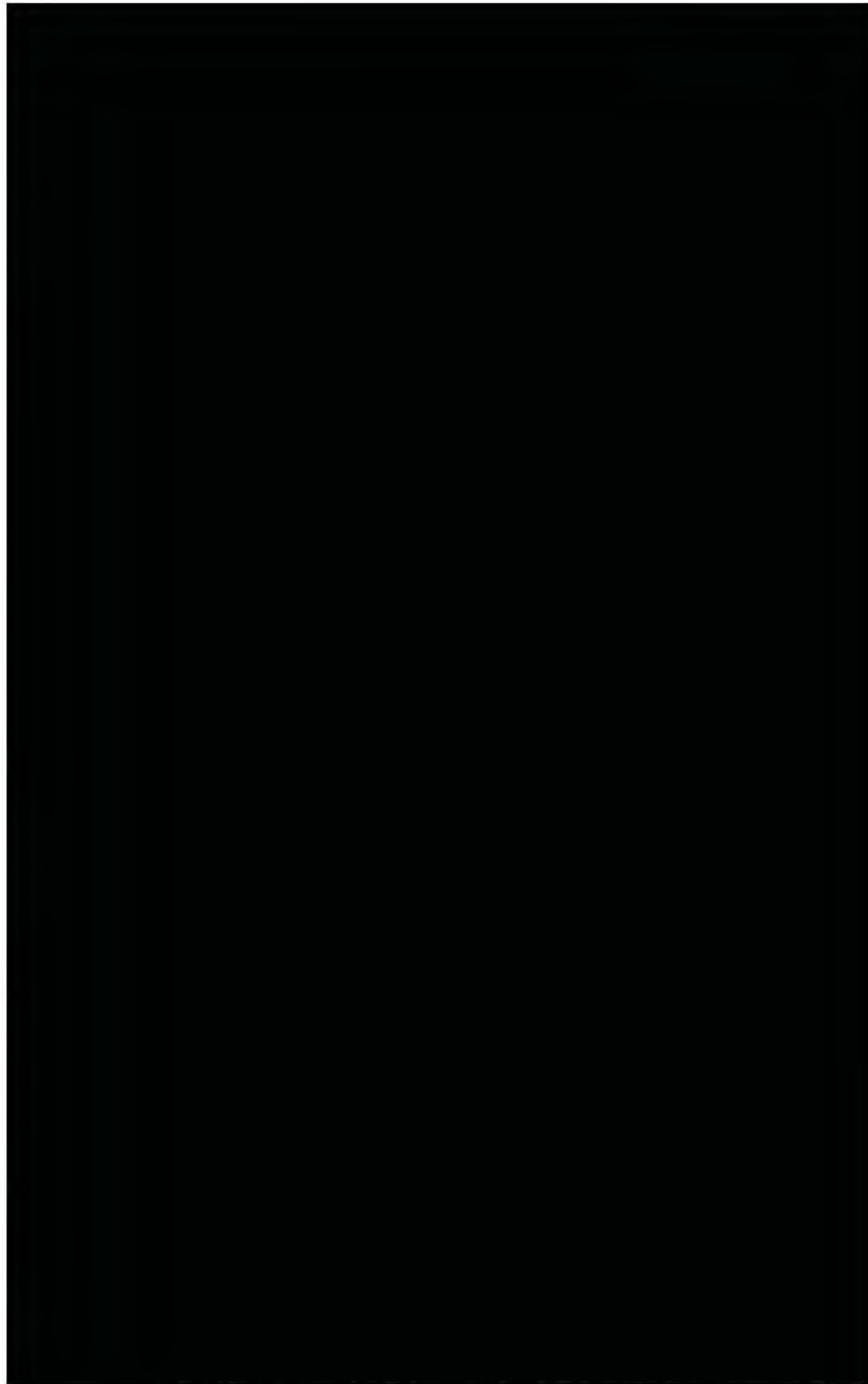
*"Differentiating Performance for Results...  
Differentiating Pay Decisions for Performance"*



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# What's Important?



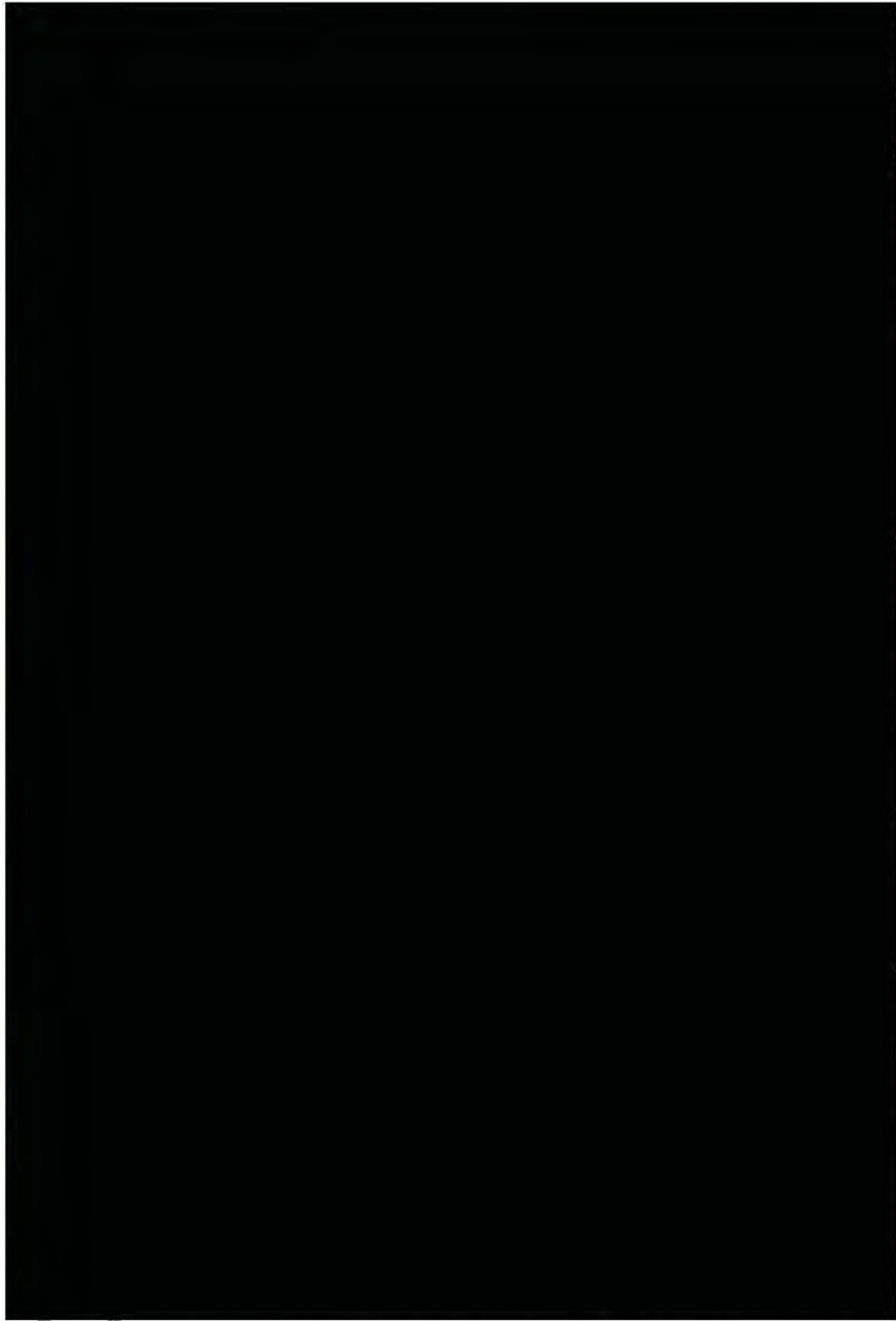
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## Y1 Build a High Performance and GPTW



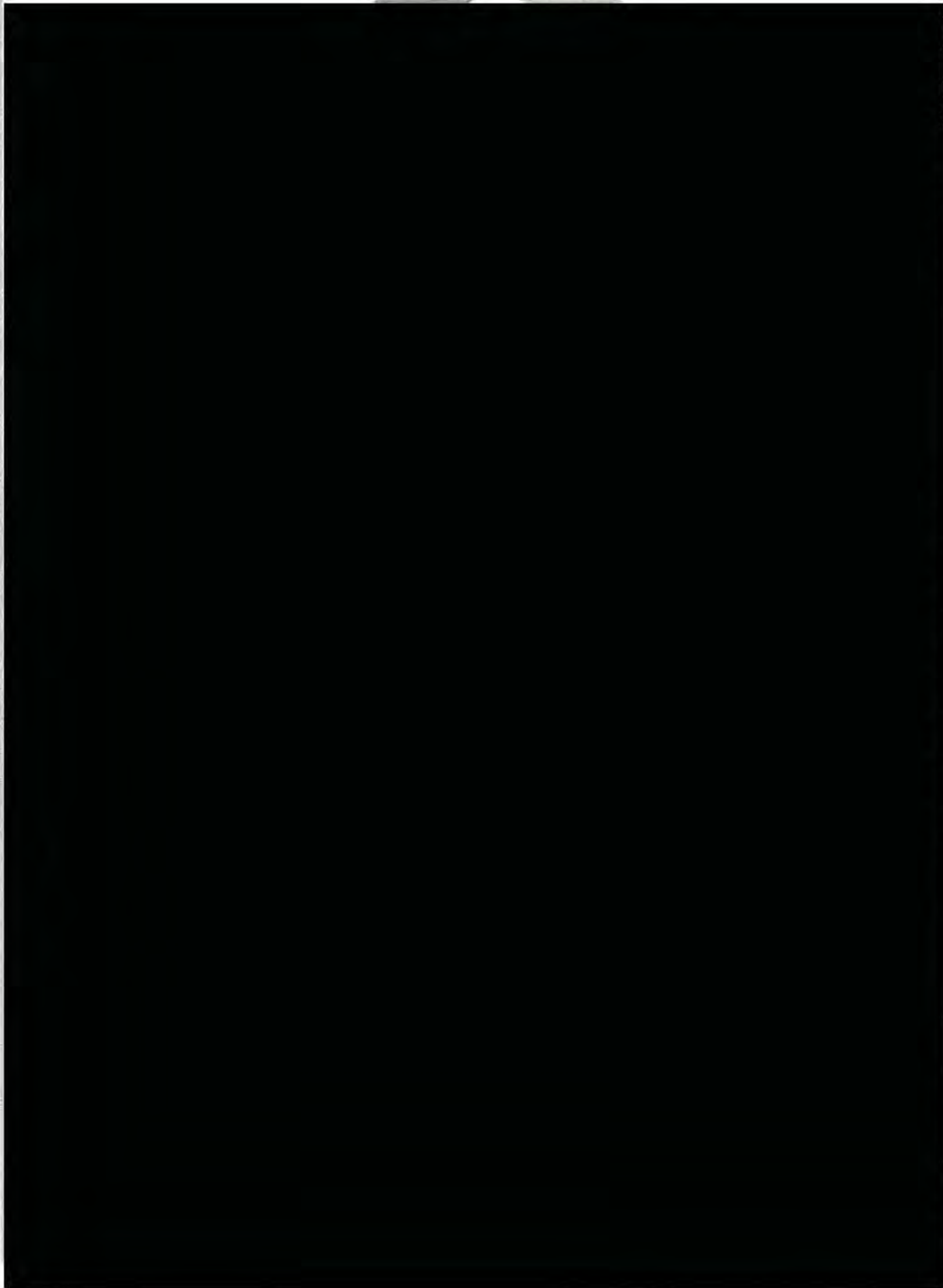
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**Focal Decision Process, FY 05...**



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## Differentiating for Performance and Impact...



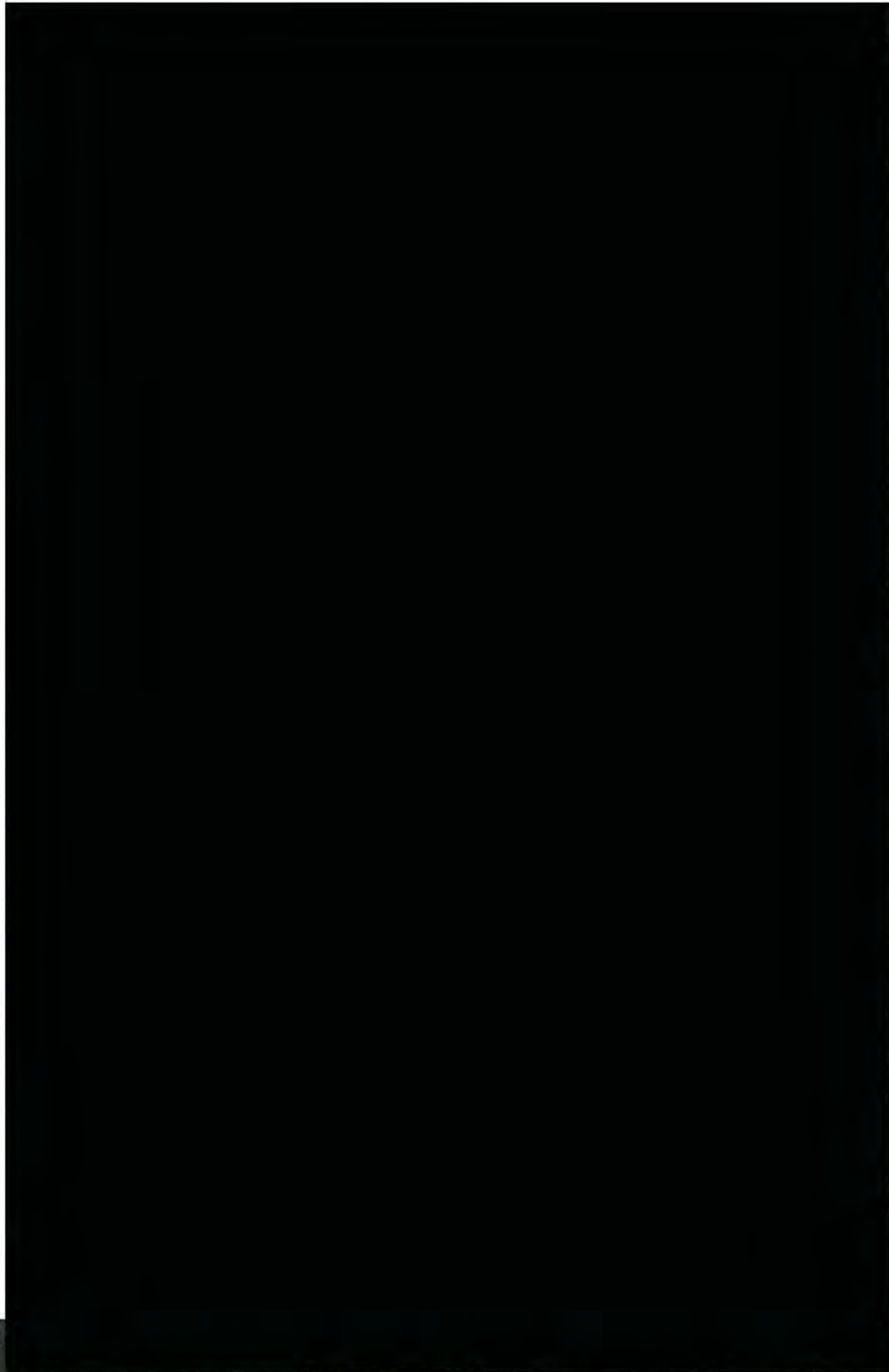
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## Input: Performance Rating



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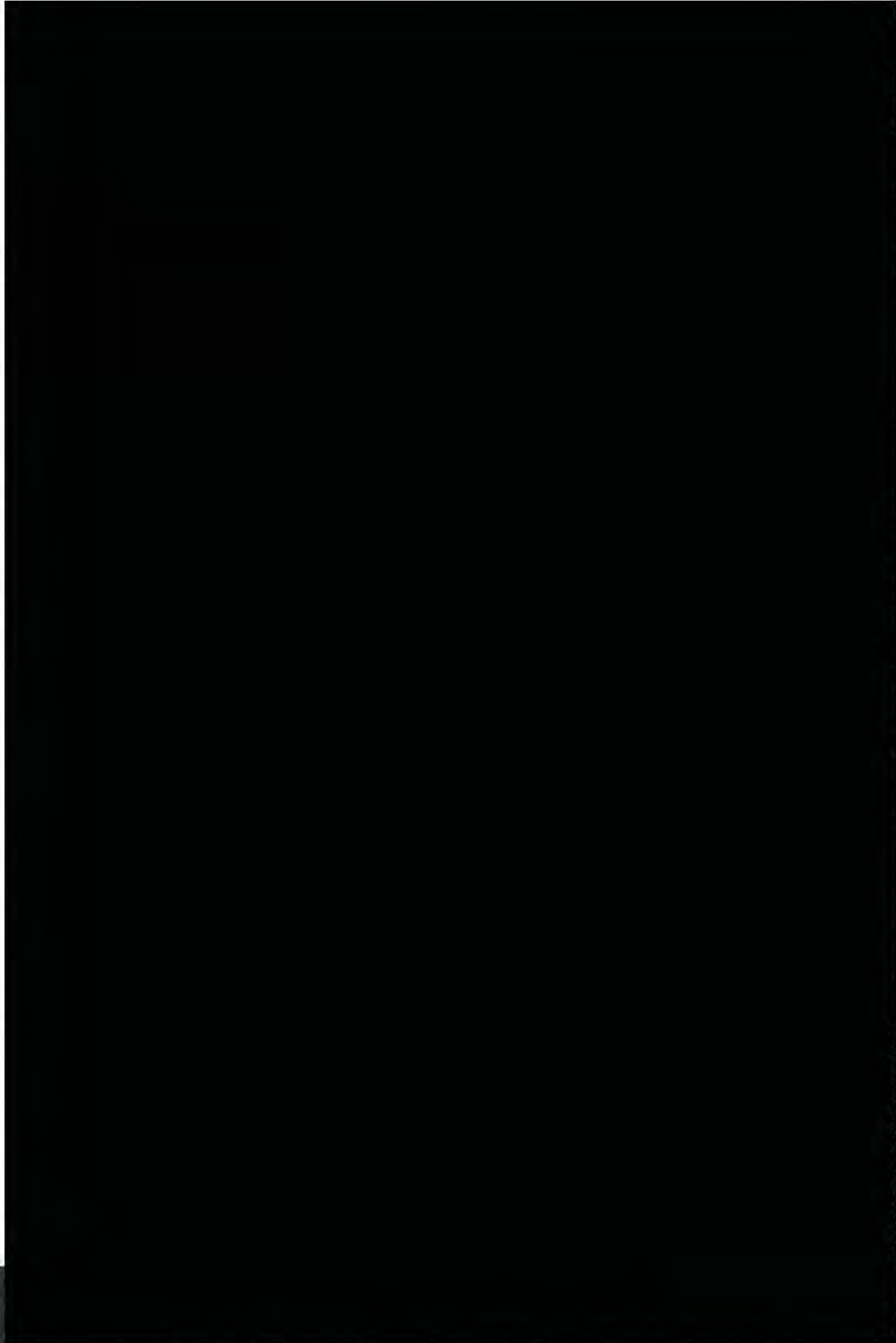


## Input: Performance Rating

- During [REDACTED] managers are responsible for:
  1. Ensuring employees have completed self reviews and provided self rating
  2. Summarizing peer/customer/ feedback collected throughout the year
  3. Drafting performance evaluations
  4. THEN... determining performance evaluation ratings and recommended pay decisions

Pay decisions follow performance decisions

Input: Performance Rating



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## **Input: Performance Assessment**

---

- **Watch for simplified Performance Review forms...available on the intranet in late May**
- **Highlights coming soon in the next "Line of Sight" communication**

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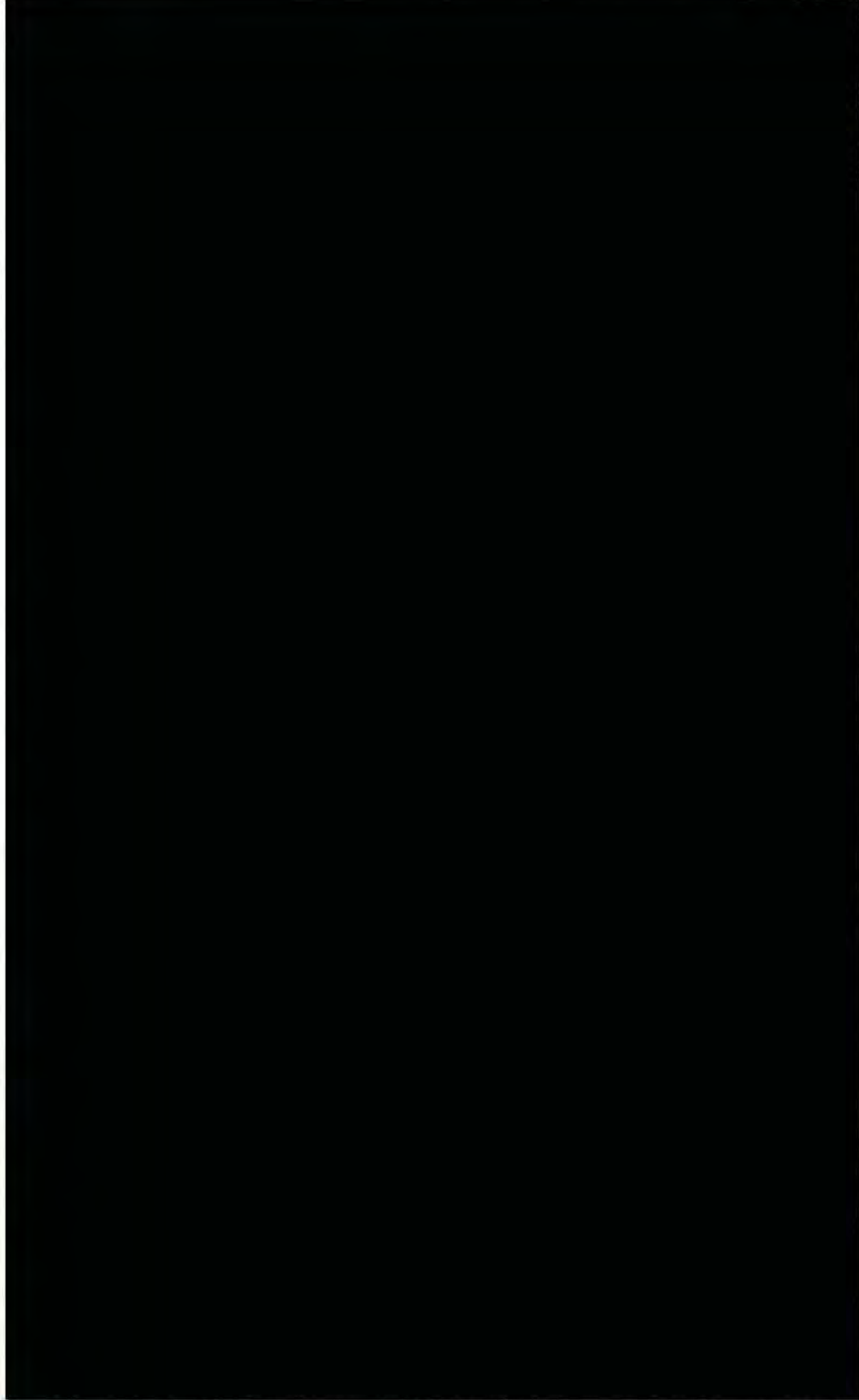
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# Input: Retention Code

How Do I Think About Retention...?



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# Assess and Calibrate Across Organization

## ■ Performance

## ■ Retention

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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# A Ranking Tool to Help with Rationale and Clarity



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# Input: External Market Review

Internet Explorer - Search for "PDP3" - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Reload Home Search Favorites Media

Address: https://www.quickbase.com/db/bapra7id?act=QuickSearch&srhtxt=PDP5&srchwhich=bapra7id

Intuit QuickBase

Help Sign Out Users Go To Add

Customize

▶▶▶ Total Rewards Job Information Center

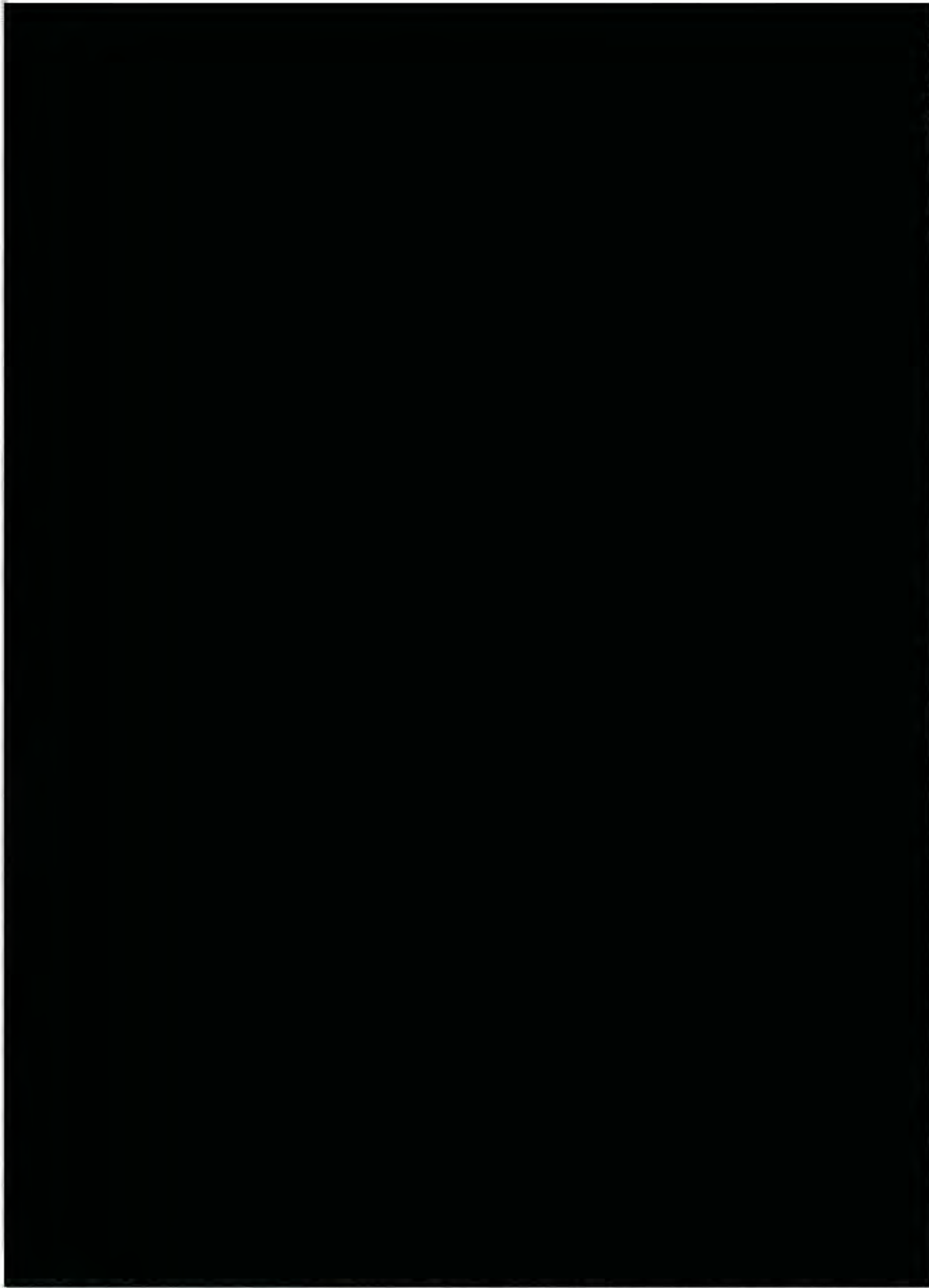
Total Rewards Job Information Center Geographic Differential



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## Using Market Reference Points



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## Budget Recommendations are Based On...

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

[REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover

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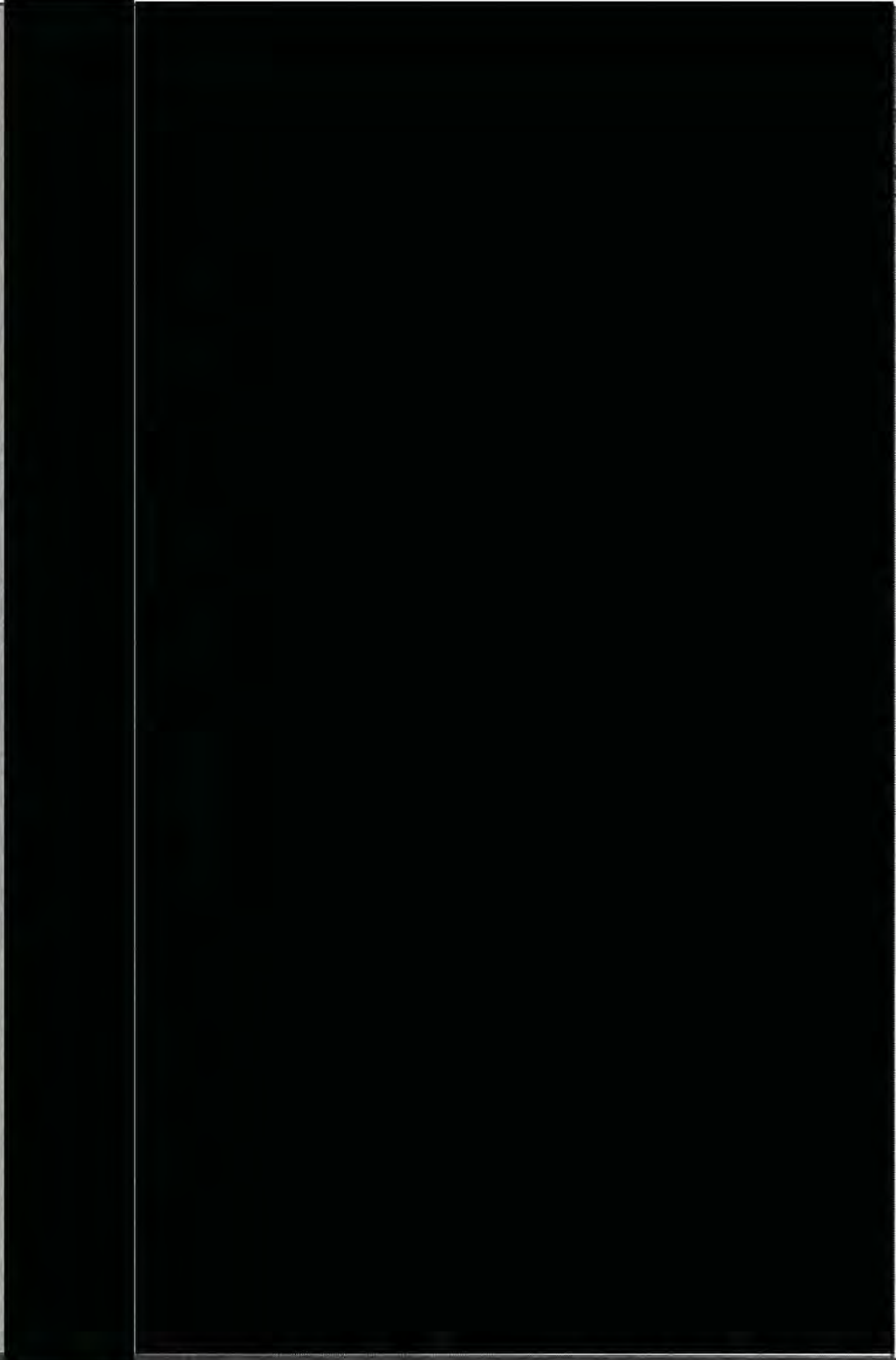
## FY'06 Budget

	Intuit FY'06 Budget
Merit Increases	4.0%

No change from '05

# Pay Decision Guidelines...

Increase Recommendation Guide FY'05



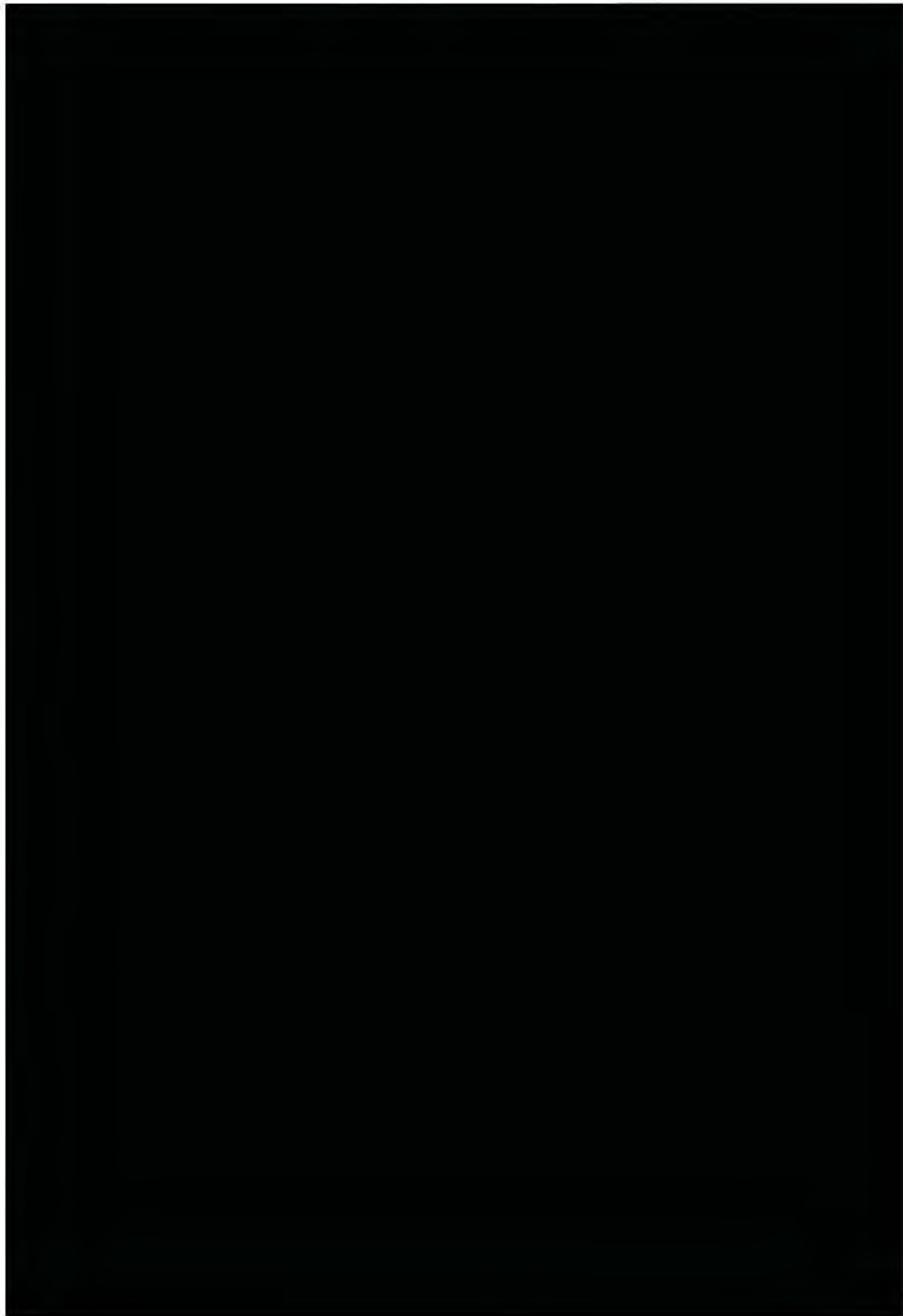
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## FY 05 – IPI Award Considerations



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What is an Effective Pay Plan?  
Also Known As, "Tips for Gaining Approval."



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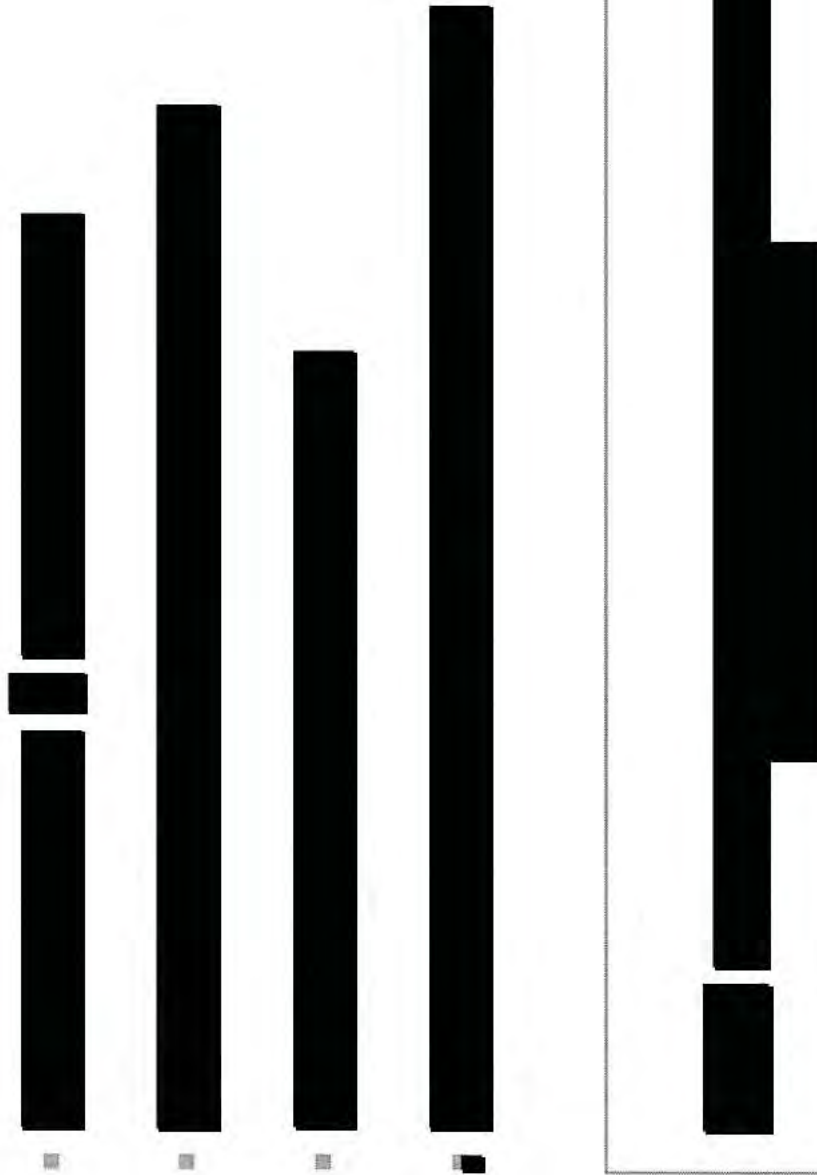
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## Actions that Raise Eyebrows



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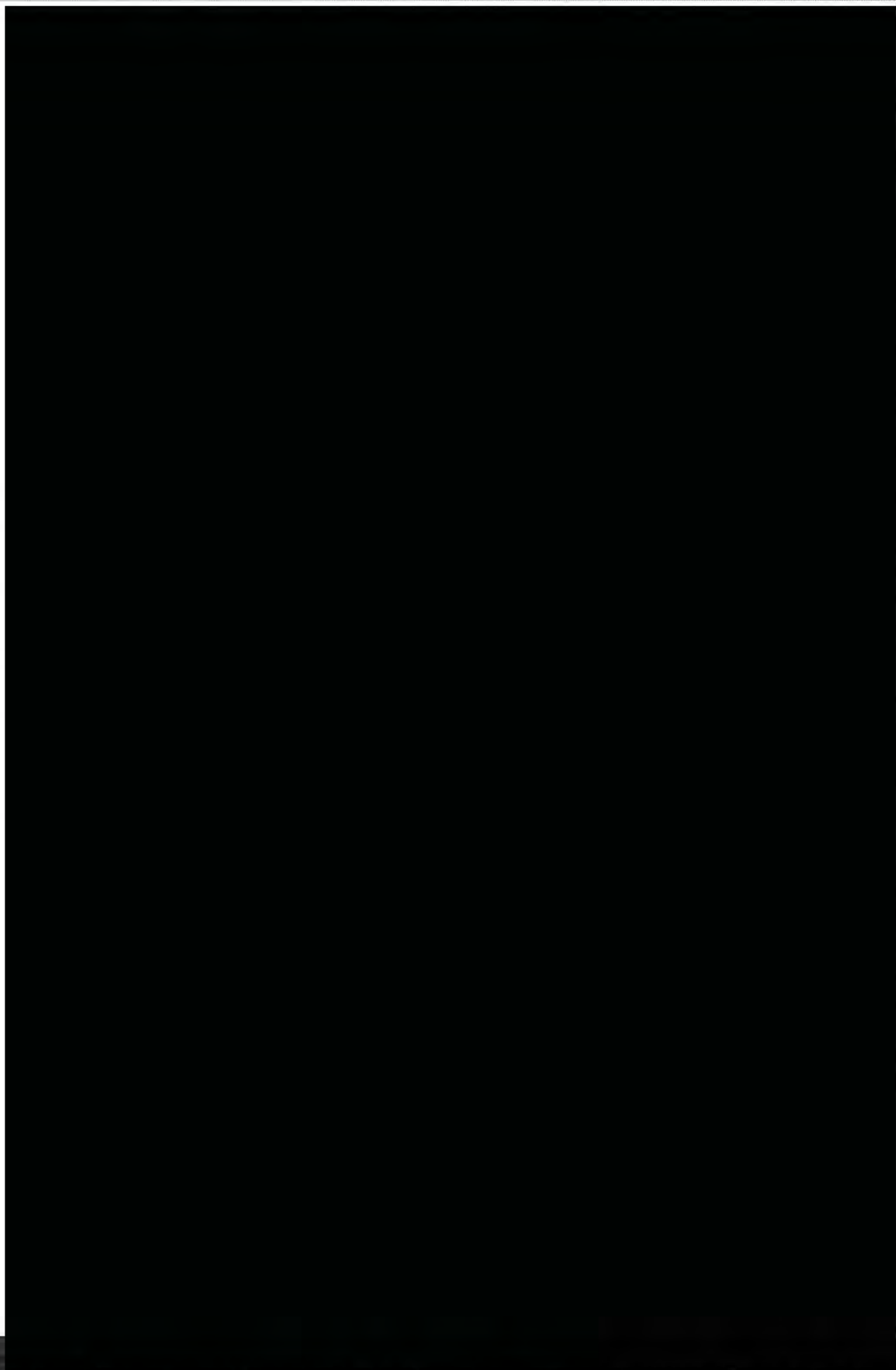
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# Prorations



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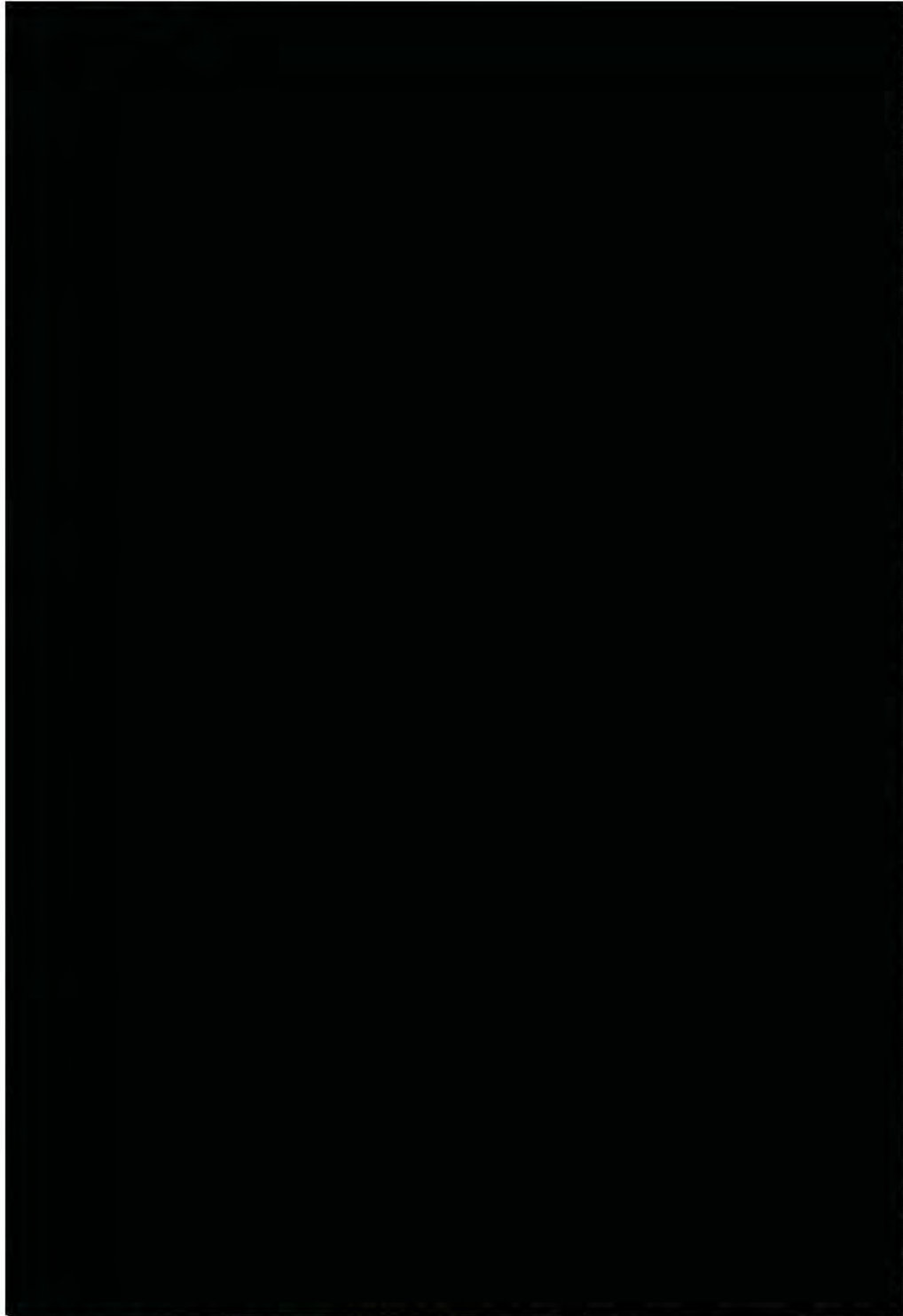
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Review

## 6 Steps in Making an Effective Pay Decision



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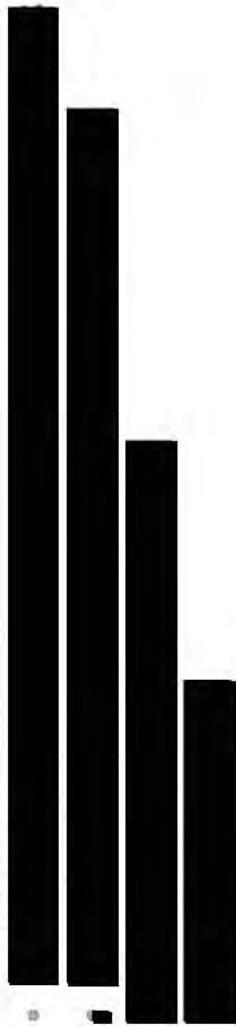
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# Pay Decision Process Checklist

## ■ Pre-Input



## ■ Input



## ■ Review



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# Focal Pay Decisions and Options Timeline

May	June	July
-----	------	------

[REDACTED]

PDT - All Level Mgrs

Stock Options Tool - Levels 2&3 Mgrs Only

Note: Two  
Different  
Tools

[REDACTED]

[REDACTED]

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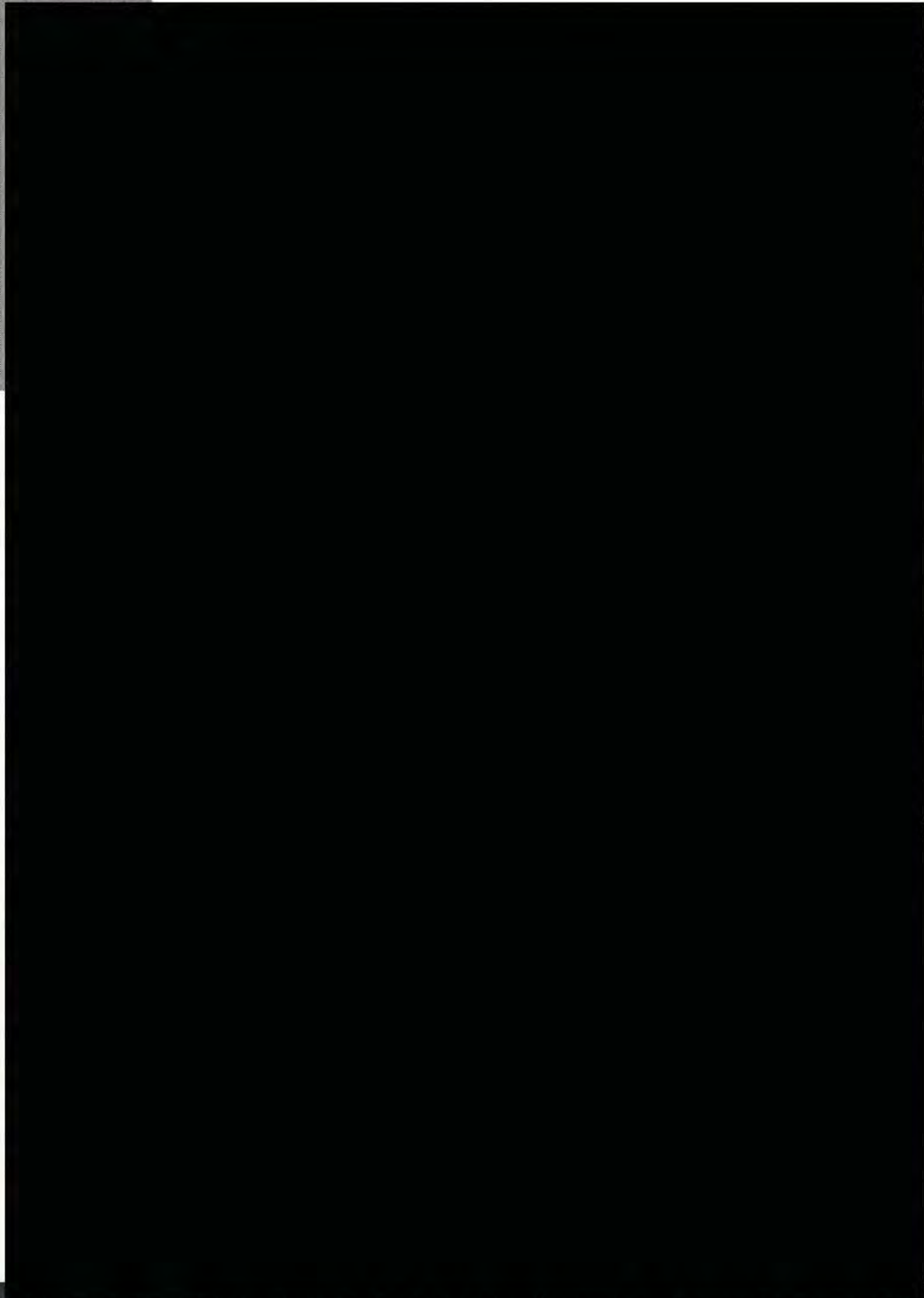
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## Reports - Individual Worksheet



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# Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- ***Stock Options – Your HR Leader or the Compensation Team***





# The Pay Decision Tool (PDT) ...A Quick Intro



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# The Pay Decision Tool

- Web-based Pay application...enables modeling and recommendations for the following actions:



No Stock Options At This Time In Tool

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# Eligibility



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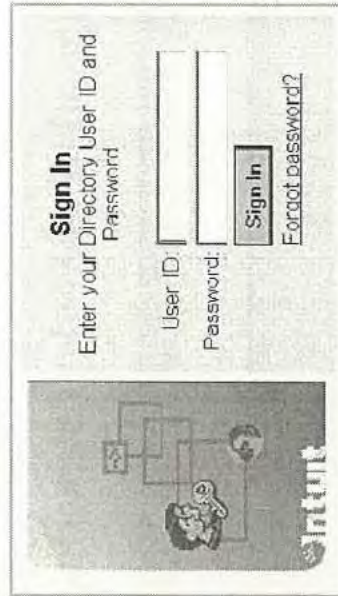
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# Log On

Pay Decision Tool

Intuit



The screenshot shows a login window titled "Sign In" with the instruction "Enter your Directory User ID and Password". It contains two input fields: "User ID:" and "Password:". To the right of the "Password:" field is a "Sign In" button. Below the "Sign In" button is a link that says "Forgot password?". The background of the login window features a cartoon character and the Intuit logo.

1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

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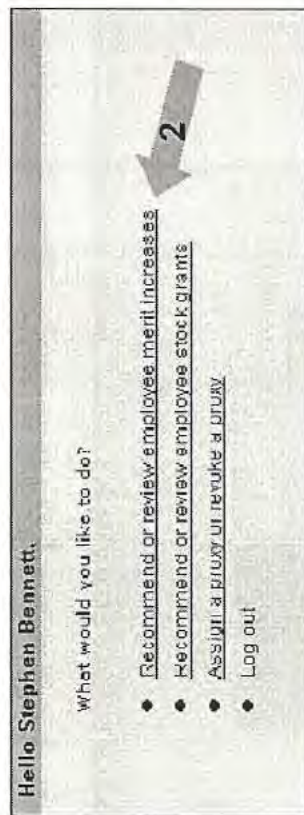
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# Log On



1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the *Manager Summary Screen*

## Pay Decision Tool

Logged in as **Smith, Pebbles M.**  
HRUUA788 v5.0.5



[Help](#) - [Directory](#) - [Toolkit](#) - [FAQs](#) - [Contact Us](#) - [Log Out](#)

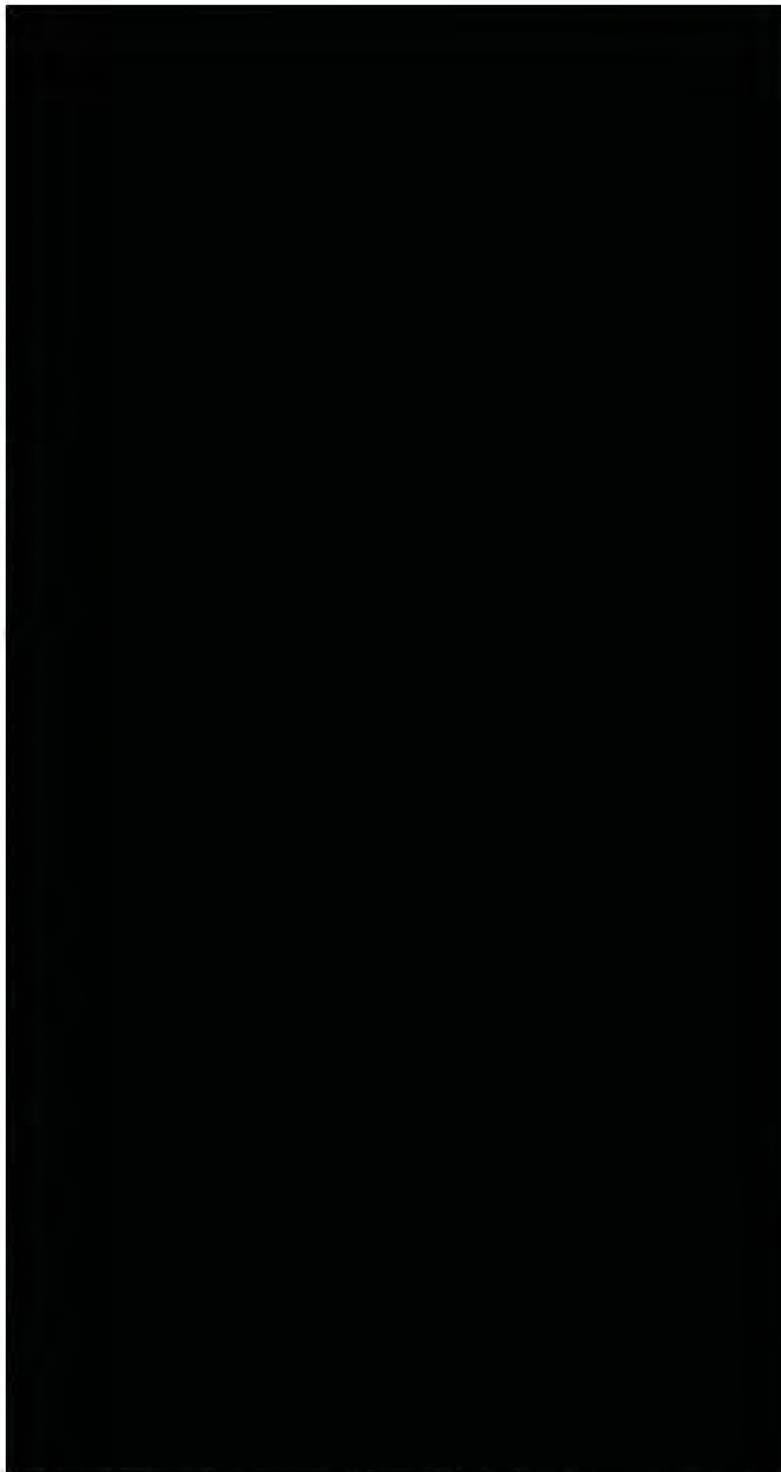
### Summary for Joe Jones

You have not submitted your reviews.

Your reviews are due **07/21/05**. You have **85** day(s) remaining.

**0 of 5** of your direct-report managers have finished their review(s).

**0 of 5** of your direct-report managers' review(s) have automatically rolled up to the next level of management.



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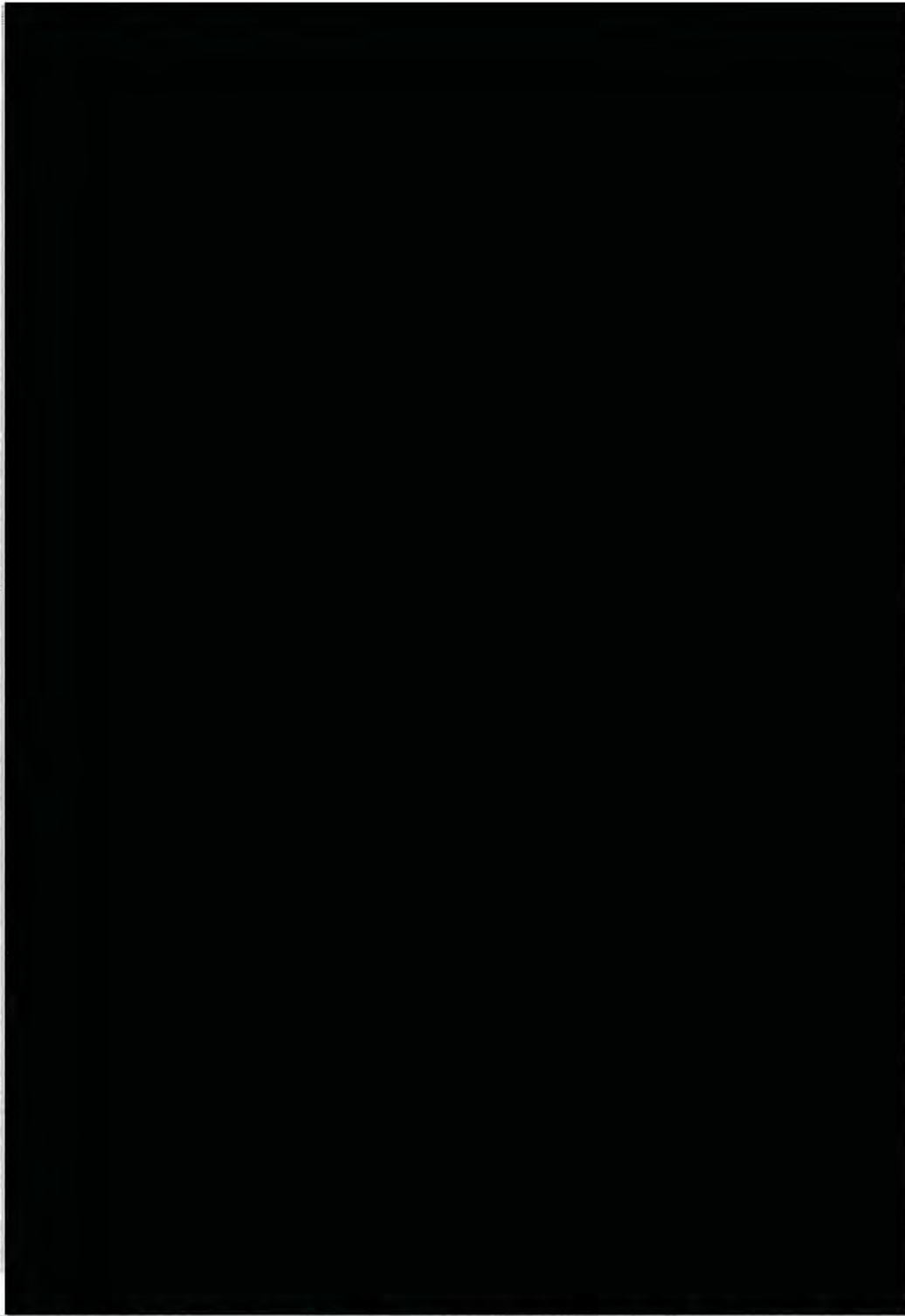
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## Manager Summary Screen



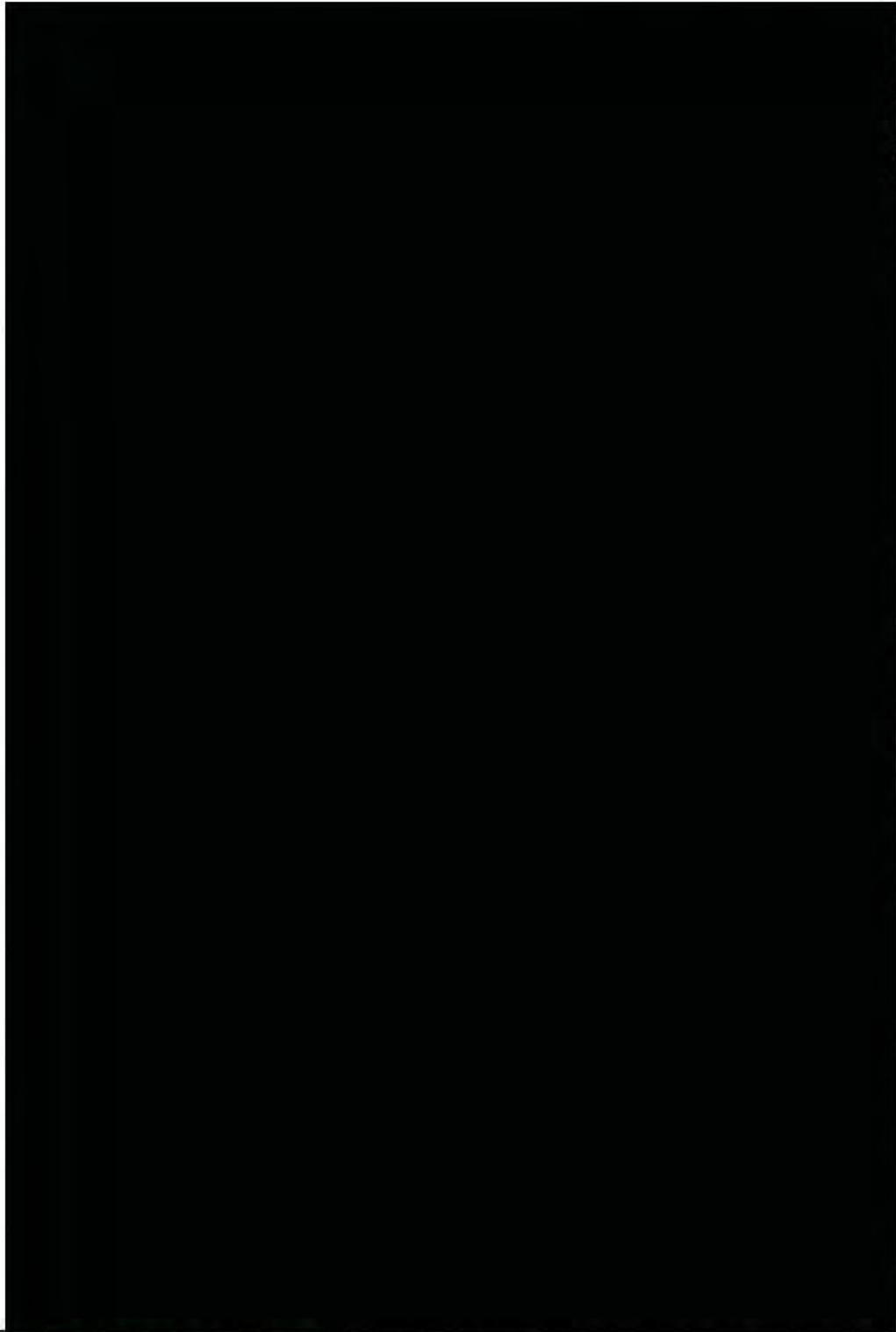
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## Manager Summary Screen



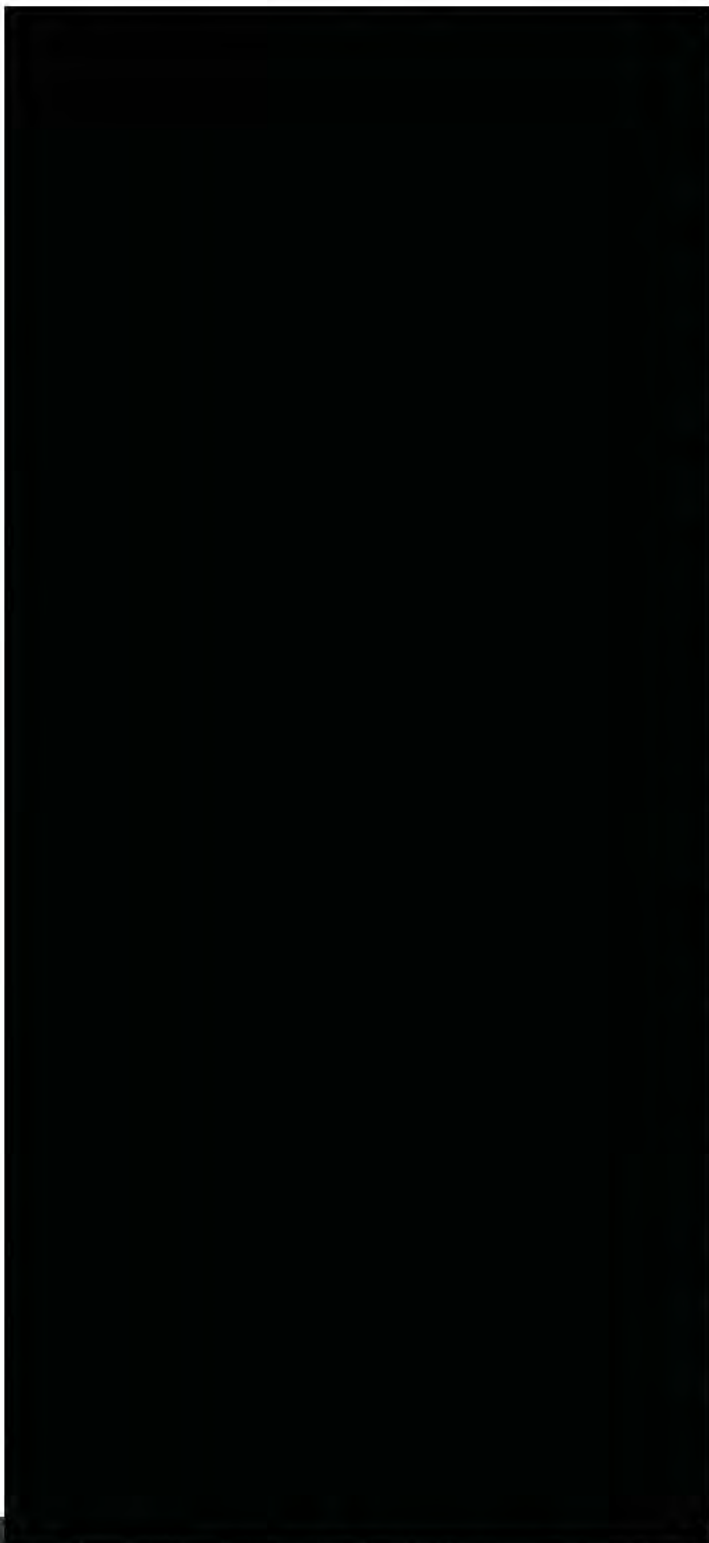
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## Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

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# Individual Worksheet

1. Name of Employee

[Redacted]

[Redacted]

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## Recommend a Merit Increase - Salaried Employee

[Redacted Content]

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## Recommend a Merit Increase - Hourly Employee

1. Increase Range reflects the Perf Rating entered



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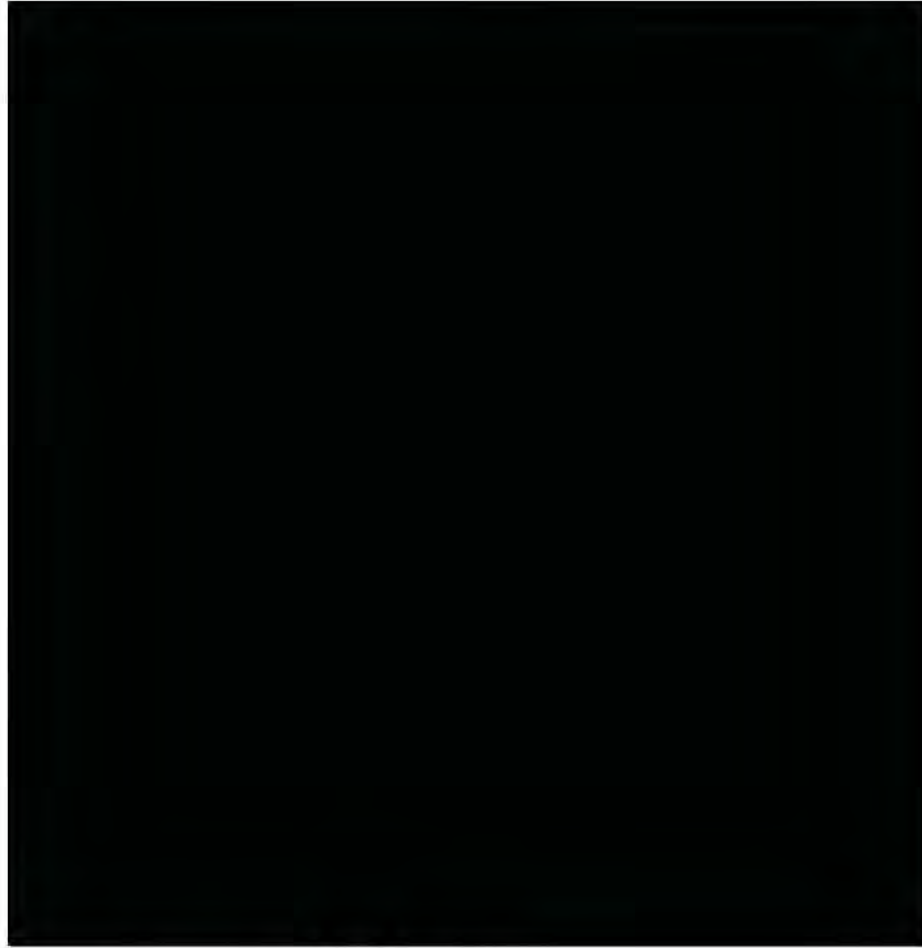
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## Merit Lump Sum

1. After clicking the  
"Continue" button on the



3. Enter Reason and  
"Continue"



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## Adjustment



1. Enter a percentage or amount and press "Calculate", system will back calculate the field not entered.
2. Enter a "Reason" and press "Continue" to the Promotion panel

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## Promotion

1. Click "Open the Promotion Worksheet"
2. The Promotion Worksheet displays the EE's current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click "Save" to continue on to the Promotion Increase



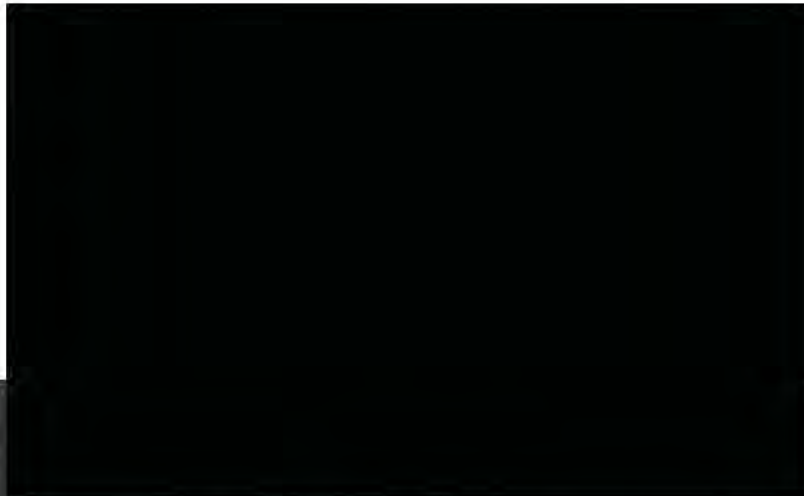
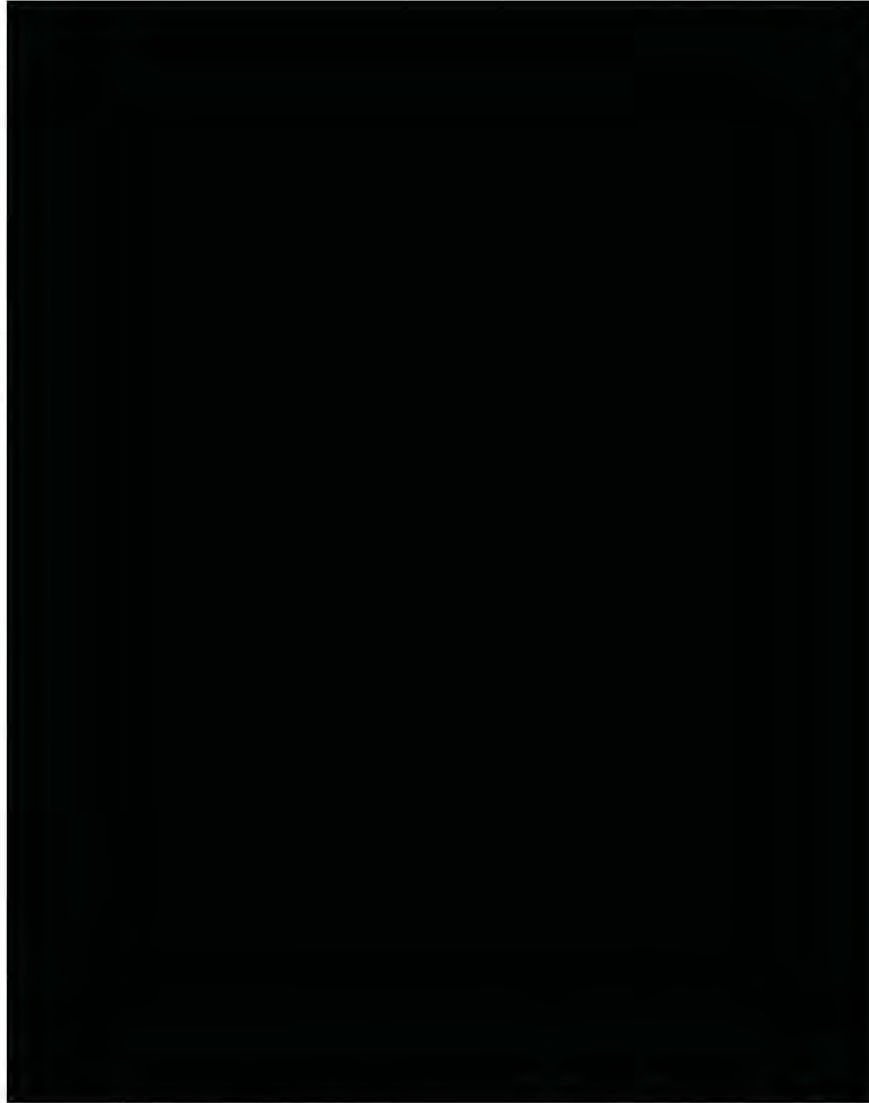
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Screen Total Rewards Toolkit

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## Promotion Increase Panel



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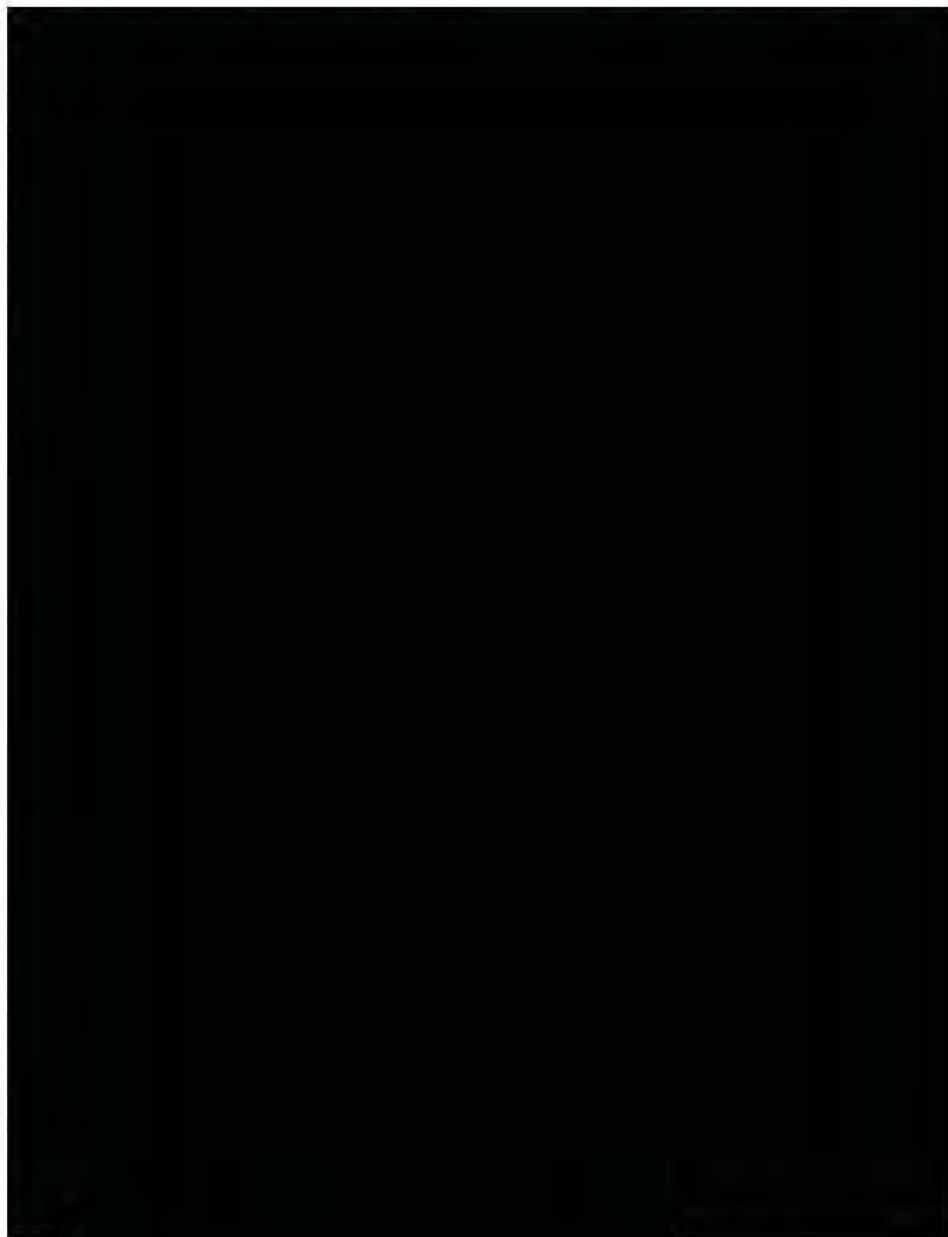
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## Retention and IPI Bonus



3. Click  
“Continue”  
go to the  
“Review EE  
Worksheet”.

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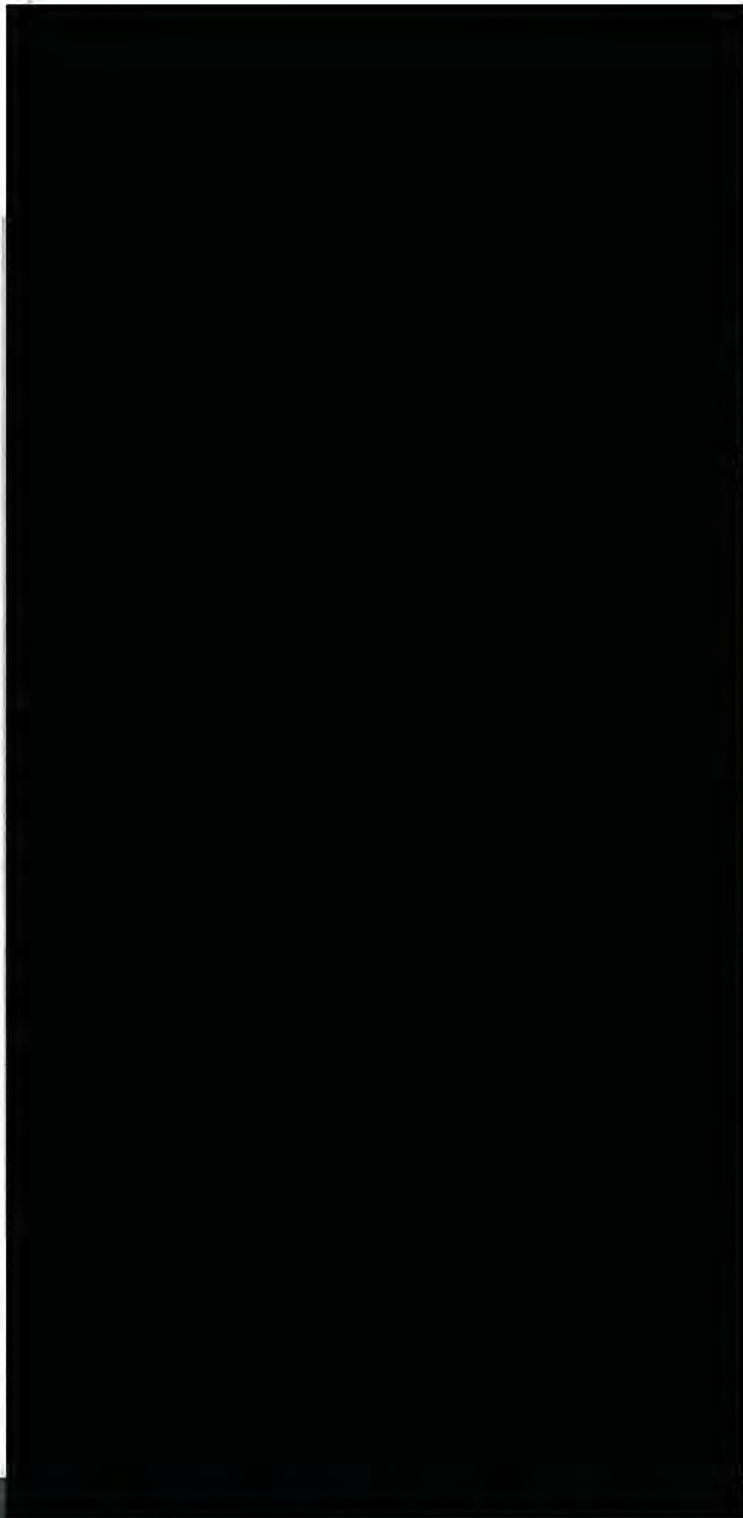
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## Review Employee Worksheet



2

< Back Save Review >

The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

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## Reports - Individual Worksheet



### Last Year's Pay Decision Summary Report



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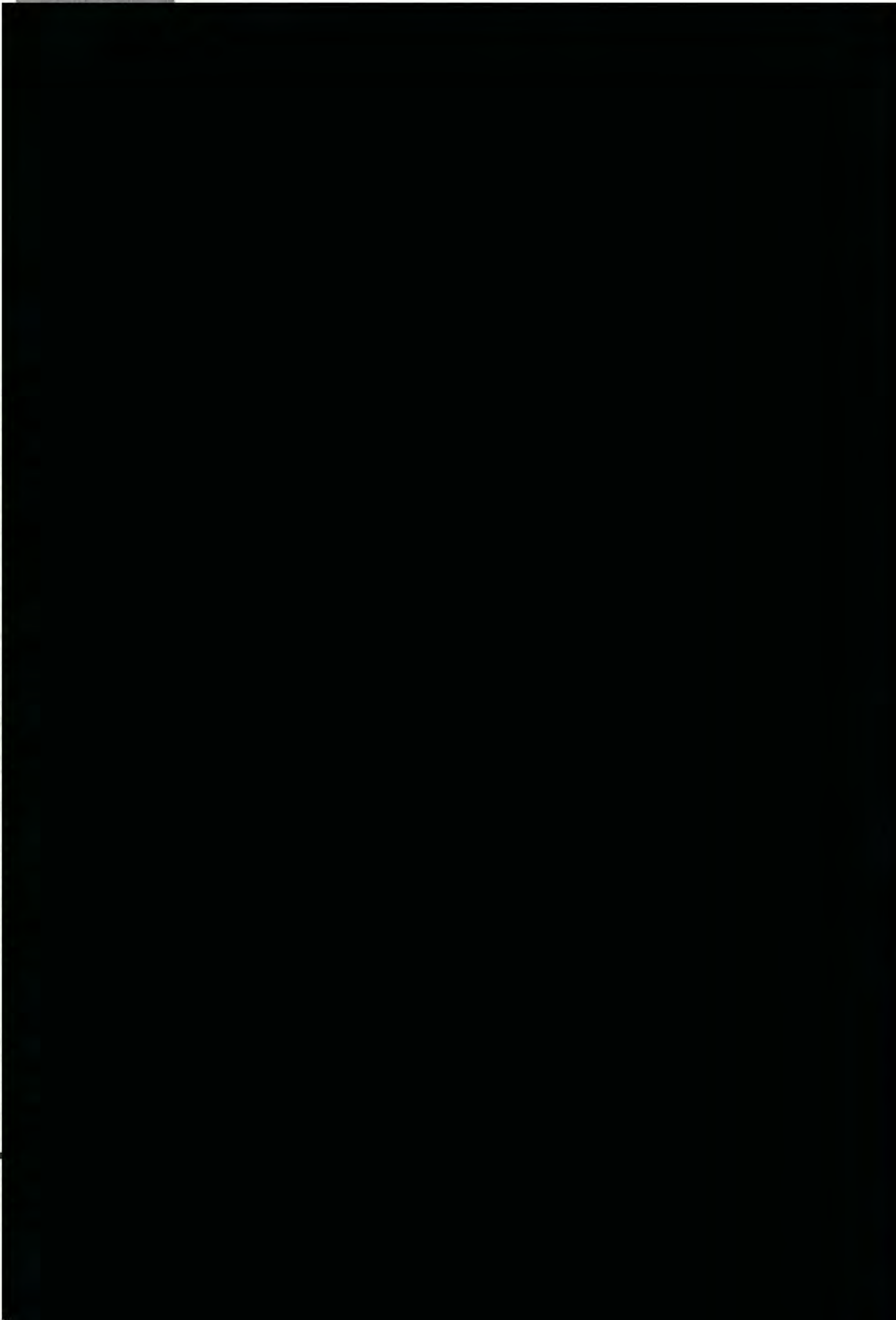
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## Reports - Individual Worksheet



# Reports – Manager Summary Screen

## New PDT Reports

- Intuit Focal Summary Overall Stats
- Budget Remaining

## Other Reports

**Summary Reports**

Select a report to view:

-- Choose one --

- Choose one
- Average IPI Award by Performance Rating
- Customizable FY'05 Focal Review Information [.xls]
- Exception Report [.xls]
- FY'05 Focal Review Information [.xls]
- FY'05 Promotion Report [.xls]
- Intuit Focal Review Summary Stats
- Budget Remaining
- Performance Rating Distribution
- Retention Code Distribution
- Total Cash Comparison for FY'04 and FY'05 [.xls]

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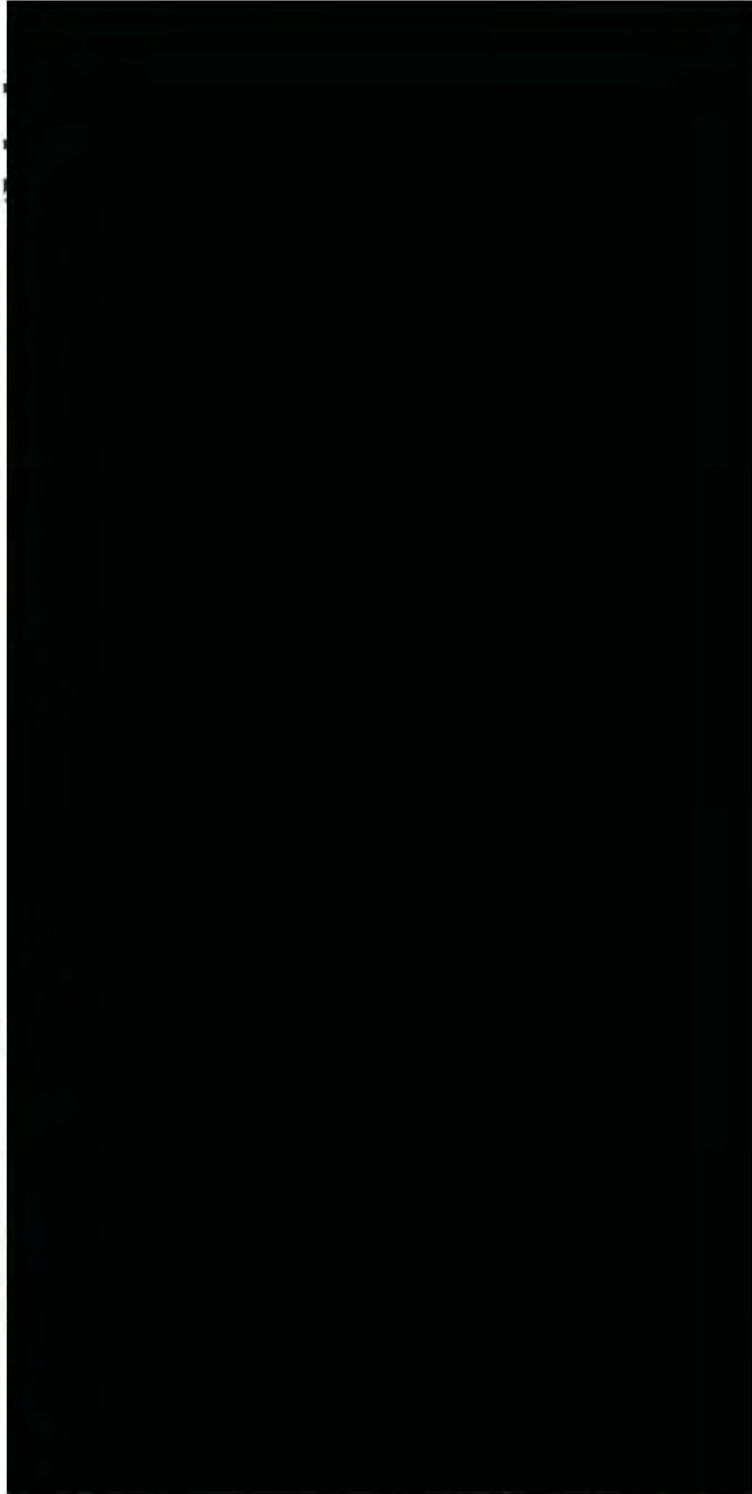


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# Report – Examples (New Reports)

Intuit Focal Review  
Summary Stats

Budget Remaining



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# Report - Examples

Performance  
Rating Distribution  
Performance Rating Distribution

Retention Code  
Retention Code



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## Submit – Accept – Reject Review



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# Proxy – Set Up

## Pay Decision Tool

Logged in as Booth, Erica G., proxy for Bennett, Stephen M.  
HRMTST88 v4.06

Help • Directory • ToolKit • FAQs • Contact Us • Log Out



Hello Stephen Bennett,

What would you like to do?

- [Recommend or review employee merit increases](#)
- [Recommend or review employee stock grants](#)
- [Assign a proxy or revoke a proxy](#)
- [Log out](#)



After successfully logging into the PDT, click on the hyperlink  
**"Assign a proxy or or Revoke a proxy"**.

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# Proxy – Set Up

## Pay Decision Tool

Logged in as Doath, Erica G., proxy for Herrera, Joseph G.  
HRMTST88 v4.06



Help • Directory • Toolkit • FAQs • Contact Us • Log Out

## Proxies You Grant

### Assign a Proxy

You must revoke your current proxy assignment in order to assign a new proxy.

Employee ID:

Start Date:

End Date:



Continue to Action Page

1. **"Assign a proxy"** complete fields and **"Continue to Action Page"**
2. **"Revoke a proxy"** Click on **"Revoke"**.
3. **Individual to Whom you have assigned Proxy Access**
4. Click **"Revoke or Continue to Action Page"**, to go back to the Action Page.

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# Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- ***Stock Options – Your HR Leader or the Compensation Team***



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